

EXHIBIT I



**RETREAT?
HELL, WE JUST
GOT HERE.**

TEAM RUBICON
LEADERSHIP CONFERENCE 2019
ESTES PARK, CO

CODE OF CONDUCT & GREYSHTIR BILL OF RIGHTS

Adults only. We've set high expectations for each other, and upholding them is our collective responsibility. Professionalism and compassion towards the communities we serve and our teammates is the foundation of Team Rubicon. Know yourself, know your limits, and know what it means to be a teammate so we can focus on helping people on their worst day.

I recognize that I represent Team Rubicon, and I am committed to be ready to help others in their moment of need. I adhere to the following standards:

1. I am a Greyshirt. I am a humanitarian. I serve others.
2. I am ready to operate as a team member when the needs of others and my abilities intersect.
3. I will stop myself or my team when a task is unsafe.
4. I will stop myself when a task outside the scope of my physical, mental, or emotional ability.
5. I treat funds and equipment as if they were my own by reasonably mitigating costs and maximizing impact.
6. I celebrate a hard day's work and will be ready to get back at it tomorrow.
7. I respect the direction of our leaders.
8. I respect the laws of the local, state, and national jurisdictions in which we operate.
9. I bring calm to chaos.
10. I will never bring a firearm, illegal knife, or other weapon to any Team Rubicon activity to include in a personally owned vehicle, regardless of whether or not I am licensed to carry the weapon.

As a humanitarian, I commit to the principles of [Humanity, Neutrality, Impartiality, Independence](#), and the following:

1. I will address human suffering. The purpose of humanitarian action is to protect life and health and ensure respect for human beings.
2. I will not take sides in hostilities or engage in controversies of a political, racial, religious or ideological nature.

3. My actions will be carried out on the basis of need alone, giving priority to the most urgent cases of distress and making no distinctions on the basis of nationality, race, gender, religious belief, class or political opinion.
4. My actions will be autonomous from the political, economic, military or other objectives that any actor may hold with regard to areas where humanitarian action is being implemented.
5. I maintain political neutrality while representing Team Rubicon, in accordance with our 501(c)(3) status.

As a Team Rubicon Greyshirt, I have the right to:

1. Operate in a safe, inclusive environment.
2. Be treated with respect.
3. Deliver the capabilities for which I am trained and able to safely carry out.
4. Learn of the outcomes our efforts have in the community.
5. Contact my chain of command.
6. Provide feedback on my experiences without fear of retribution.
7. Receive a copy of TR's financial information or annual report upon request.

I am a Greyshirt, committed to service, responsible for my actions, and dedicated to our principles.

In lieu of direction, Team Rubicon's [Cultural](#) and [Service Principles](#), in addition to my personal values, guide my decisions.



2019 TRLC DRESS CODE

THURSDAY, AUGUST 15

Travel Day

Casual; Grey shirts recommended

FRIDAY, AUGUST 16

TRLC Day 1 / Welcome Dinner

Grey shirts

SATURDAY, AUGUST 17

TRLC Day 2

Conference shirts

SUNDAY, AUGUST 18

TRLC Day 3 / Travel Day

Casual



FRIDAY SCHEDULE

AUG 16

SESSION TITLE	TIME START	TIME END	ROOM/LOCATION
Breakfast	0700	0750	Aspen Dining Hall
Morning Standup	0800	0815	Assembly Hall
Welcome to TRLC 2019	8015	0900	Assembly Hall
Digital Transformation Keynote	0900	0945	Assembly Hall
Break	0945	1000	
Leadership Lifecycle Program Introduction	1000	1045	Assembly Hall
Break	1045	1100	
Leadership Lifecycle Intro: Field Ops & Rebuild	1100	1145	Assembly Hall
Break for Lunch	1145	1300	
Session Breakouts A-C: Choose one of eleven sessions offered (see page 7)	1300	1530	
Session A	1300	1345	
Break	1345	1400	
Session B	1400	1445	
Break	1445	1500	
Session C	1500	1545	
Break	1545	1600	
Territory Time Breakouts Boething available	1600	1700	Assigned Mtng Rooms
Free Time	1700	1745	
Welcome Dinner	1800	2000	Assembly Hall



SATURDAY SCHEDULE**AUG 17**

SESSION TITLE	TIME START	TIME END	ROOM/LOCATION
Breakfast	0700	0745	Aspen Dining Hall
Morning Standup	0800	0815	Assembly Hall
Territory Time Breakouts	0815	0845	Assigned Mtng Rooms
Leadership Lifecycle Intro: Marketing & Development	0900	0945	Assembly Hall
Break	0945	1000	
Session D: Culture Council	1000	1045	Assembly Hall
Break	1045	1100	
Session Breakouts E-F: Choose one of five sessions offered (see page 8)	1100	1345	
Session E	1100	1145	Assembly Hall
Break for Lunch	1145	1245	
Session F	1300	1345	
Break	1345	1400	
Leadership Lifecycle Functional Onboarding	1400	1545	Assigned Mtng Rooms
Break	1545	1600	
Territory Time Breakouts	1600	1700	Assigned Mtng Rooms
Free Time	1700	1745	
Farewell BBQ Cookout Dinner	1800	2000	Staged Under Tent / State Cabins



SUNDAY SCHEDULE

AUG 18

SESSION TITLE	TIME START	TIME END	ROOM/LOCATION
Breakfast	0700	0745	Aspen Dining Hall
Closing Remarks	0800	0815	Assembly Hall
Networking	0830	0915	



BREAKOUT SESSION LOCATIONS

DAY 1 • SESSIONS A-C

SESSION NAME	MEETING ROOM	BUILDING/LOCATION
To Infinity & Beyond: Future Capabilities	Aspen Glen	Emerald Mountain Lodge
Public Information Officer	Glacier Basin	Emerald Mountain Lodge
Management Training and Leadership with PO	Women's Building	State Cabins
Mission Planning TRaining	Holy Hill	Ram's Horn Lodge
W.H.O. We Are? World Health Organization	Lily Lake	Ram's Horn Lodge
Training Build Capacity	Missouri	State Cabins
De-Escalation and Harassment Prevention	Kansas	State Cabins
How to Mobilize	Colorado	State Cabins
What is Field Tech	Texas	State Cabins
Resilient City Strategy	Bible Point/East Portal	Emerald Mountain Lodge
Event Management	Teddy's Teeth/ Giant Track	Ram's Horn Lodge



BREAKOUT SESSION LOCATIONS

DAY 2 • SESSIONS E & F

SESSION NAME	MEETING ROOM	BUILDING/LOCATION
CEO & COO AMA: Jake Wood & Art delaCruz	Teddy's Teeth/ Giant Track	Ram's Horn Lodge
International Ops & IMT AMA: Zack Brooks Miller & Nick Mrzlack	Aspen Glen	Emerald Mountain Lodge
Field & Territory Ops AMA: Nicole Green & David Burke	Bible Point/East Portal	Emerald Mountain
Finance, Marketing, Development, & Tech AMA: Dane Barata, Trip Henderson, Nicole Capossela, & Raj Kamachee	Holy Hill	Ram's Horn Lodge
Digital Transformation Technology AMA: Scott Marden and Kate Brown	Glacier Basin	Emerald Mountain Lodge

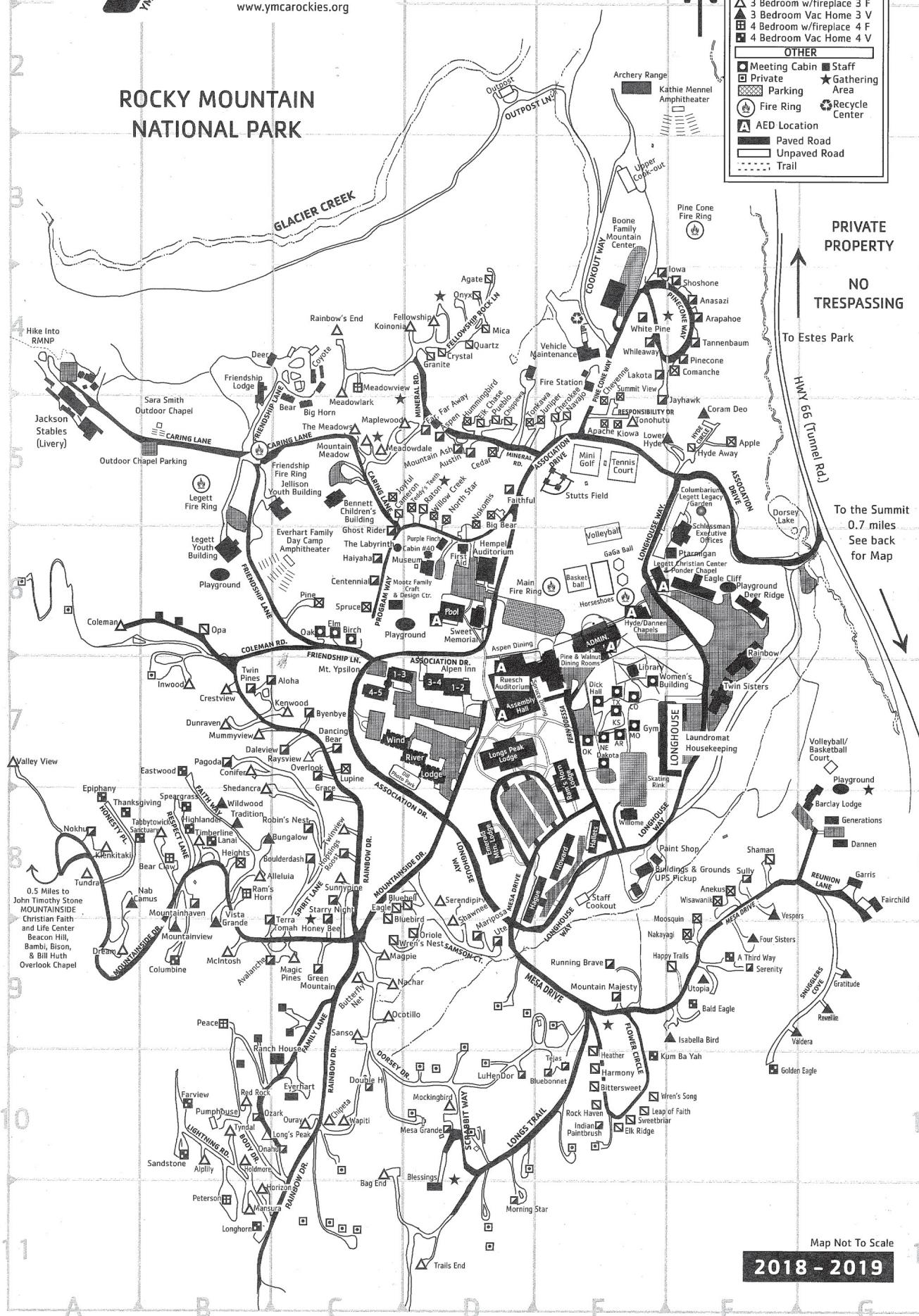




ESTES PARK CENTER
YMCA of the Rockies
2515 Tunnel Rd.
Estes Park, CO 80511-2550
Phone (970)586-3341

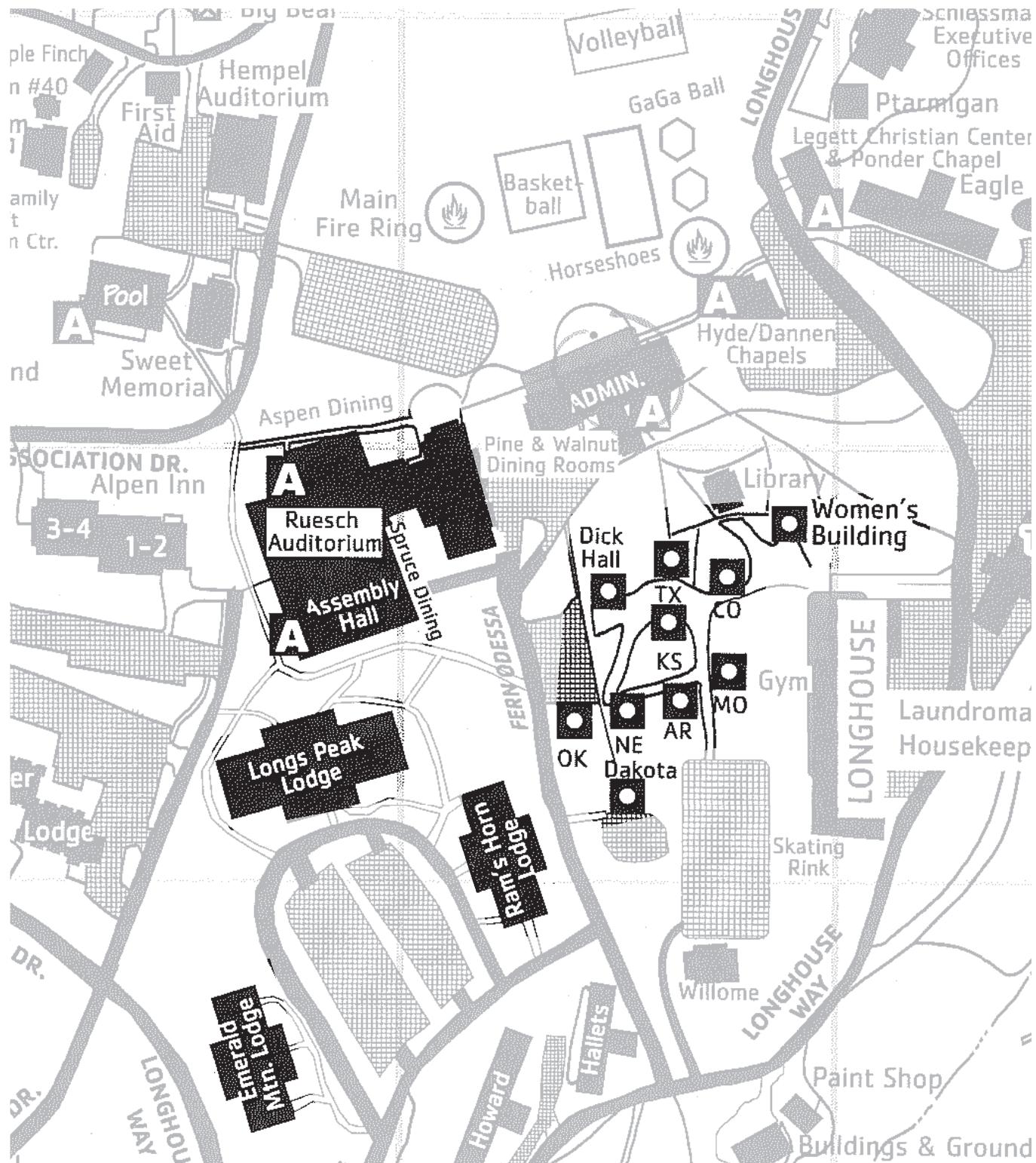
Phone (970)586-3341
www.ymcarockies.org

ROCKY MOUNTAIN NATIONAL PARK



Map Not To Scale

2018 - 2019



2019 TRLC CONTACTS

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